

City of Greenville

**City of Greenville
Firefighters' Pension Plan**

**Statement 68 of the Governmental Accounting Standards Board (GASB 68)
Accounting Valuation Report as of July 1, 2022 for the
Fiscal Year Ending June 30, 2023**

September 21, 2023

Table of Contents

Actuarial Certification	2
A. Note Disclosures and Required Supplementary Information.....	3
B. Changes in the Net Pension Liability.....	5
C. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 1)	6
D. Schedules of Required Supplementary Information	7
E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2)	10
F. Calculation of the Discount Rate	19
G. Actuarially Determined Contribution	20
APPENDICES	
A. Summary of Plan Provisions.....	22
B. Summary of Actuarial Assumptions	25
C. Statistics for Participant Group	26

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Actuarial Certification

We have performed an actuarial valuation of the City of Greenville Firefighters' Pension Plan ("the Plan") at the request of the City of Greenville. The primary purpose of the valuation is to provide measurements required under Statement No. 68 of the Governmental Accounting Standard Board ("GASB 68") for the City of Greenville's fiscal year ending June 30, 2023. The results of the valuation are set forth herein.

Participant census information and Plan asset information were provided to us by the City of Greenville. We did not audit this information, but a review of the reasonability of the information was performed for internal consistency and consistency with last year's information.

Future actuarial measurements may differ significantly from the measurements which are presented in this report. These differences may be caused by future experience differing from the assumptions being used in the valuation, changes in these assumptions, increases or decreases in various items expected as part of the methodology for these measurements (such as reaching the end of an amortization period), and changes in Plan provisions, applicable law, or accounting standards.

Actuarial computations under GASB 68 are for purposes of fulfilling employer accounting requirements. Determinations for purposes other than meeting plan or employer financial accounting requirements may be significantly different from the results reported herein. Therefore, the results of this report may not be applicable, and should not be used for, other purposes.

In our opinion, all calculations and procedures in this report were determined in accordance with generally accepted actuarial principles and procedures, and have been determined on the basis of actuarial assumptions and methods selected by the Plan sponsor.

There is no relationship between the City of Greenville and McGriff Employee Benefit Solutions that impairs our objectivity. The information contained herein is not intended or written to be used, and cannot be used, for the purpose of avoiding tax-related penalties. We are available to respond to any questions regarding this report, and are pleased to review it at the employer's convenience.

I, Myiah L. Gauntlett, am a member of and meet the Qualification Standards of the Society of Actuaries to render actuarial opinions in connection with this plan.

McGriff Employee Benefit Solutions


Myiah L. Gauntlett, ASA, EA, MAAA
Vice President / Consulting Actuary

As part of our quality standards, the valuation results have been reviewed by:


Daniel C. Berry, FSA, EA, MAAA
Senior Vice President / Consulting Actuary

September 21, 2023

A. Note Disclosures and Required Supplementary Information

Summary of Significant Accounting Policies

Pensions. For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the City of Greenville Firefighters' Pension Plan ("the Plan") and additions to/deductions from the Plan's fiduciary net position have been determined on the basis of information supplied by the Plan sponsor. For this purpose, benefit payments are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

General Information About the Pension Plan in effect at the Measurement Date (June 30, 2023)¹

Employer. City of Greenville

Plan Description. The City of Greenville maintains a defined benefit plan, the City of Greenville Firefighters' Pension Plan (the "Plan"), which is incorporated in the City's Ordinances. It is intended that the Plan satisfies the requirements of Section 401(a) of the Internal Revenue Code of 1986 as amended from time to time ("the Code").

Benefits provided. The Plan covers regularly paid members of the City of Greenville Fire Department. The provided benefits are based on monthly compensation and service at date of determination. Benefits in the normal form of a life annuity are available at retirement, which is upon the later of attainment of age 55 and completion of 25 years of service. Benefits are also available upon other events, such as disability, pre-retirement and post retirement death, and vested termination of service, upon meeting various requirements. Benefits are subject to maximum amounts specified under Section 415 of the Code.

Effective July 2022, overtime pay, up to \$10,000 per year, is included in the pensionable compensation used to calculate the participant's benefit. Effective January 1, 2022, a one-time cost of living adjustment (COLA) of 5.9% was applied to retirees and beneficiaries in pay status as of January 1, 2017 or earlier. For details see the Summary of Plan Provisions in Appendix A.

Employees covered by benefit terms. At June 30, 2023 (the Valuation Date) the following current and former employees were covered by the benefit terms:

Inactive employees or beneficiaries currently receiving benefits	127
Inactive employees entitled to but not yet receiving benefits	24
Active Members	150
Total	<u>301²</u>

¹ A full summary of the plan provisions and statistical information on the covered Plan participants included in the valuation is provided in the Appendices to this report.

² Eleven of the employees entitled to future benefits are only due their employee contribution balance and there are three QDRO alternate payees receiving monthly benefits who are included in the data count.

A. Note Disclosures and Required Supplementary Information (continued)

Employer Contributions

Under City Ordinances in effect at the Measurement Date (June 30, 2023), the City contributes 19.075% of each active Member's Monthly Compensation. For details see the Summary of Plan Provisions in Appendix A of this report.

In addition, the City contributes to the Plan any amounts received through the state insurance commissioner and any sums designated for the Plan pursuant to state law.

Active Member Contributions

Under City Ordinances in effect at the Measurement Date (June 30, 2023), each active Member under the Plan contributes 7.125% of Monthly Compensation. For details see the Summary of Plan Provisions in Appendix A of this report.

Net Pension Liability

The employer's net pension liability is reported herein as of June 30, 2023 for the employer fiscal year and reporting period of July 1, 2022 to June 30, 2023. The values shown for this fiscal year and reporting period are based on a Measurement Date of June 30, 2023 and the corresponding measurement period of July 1, 2022 to June 30, 2023. The measurement of the total pension liability is based on a Valuation Date of June 30, 2023.

Actuarial Assumptions and Actuarial Methods

The total pension liability in the June 30, 2023 actuarial valuation was determined using the following key actuarial assumptions, applied to all periods included in the measurement:

Discount Rate:	7.00%
Inflation	3.75%
Salary Scale:	4.00% with a 4% increase in retirement benefits to reflect inclusion of accrued general leave in the participant's final monthly compensation.
Mortality:	Assumed mortality rates are based on rates under the RP-2000 Combined Mortality with projected mortality improvements to 2023 under Projection Scale AA
Actuarial Cost Method:	Entry Age Normal
Asset Method:	Market Value of Assets

Other key assumptions are listed in the Summary of Actuarial Assumptions in Appendix B of this report.

Expected Return on Assets:

The long-term expected rate of return on pension plan investments is 7.00% and was selected by the plan sponsor.

Discount Rate:

The discount rate has been set to 7.00% and represents the long-term expected rate of return on assets (7.00%) for the period during which assets are available for benefit payments. The Plan's fiduciary net position is expected to be sufficient to pay for all future benefits, if the Plan assets return 7.00% on average.

B. Changes in the Net Pension Liability

	Increase (Decrease)		
	Total Pension Liability (a)	Plan Fiduciary Net Position (b)	Net Pension Liability/ (Asset) (a) – (b)
Balances at June 30, 2022	\$68,824,349	\$59,227,606	\$9,596,743
Changes for the year:			
Service Cost	480,119	-	480,119
Interest	4,694,619	-	4,694,619
Differences in expected and actual experience	1,410,555	-	1,410,555
Contributions - Employer	-	2,077,789	(2,077,789)
Contributions - Employee	-	776,107	(776,107)
Contributions - Other	-	643,490	(643,490)
Investment Income	-	5,823,533	(5,823,533)
Benefits Paid	(4,554,000)	(4,554,000)	-
Expenses	-	(95,274)	95,274
Assumption Changes	0	-	0
Benefit Term Changes	0	0	0
Net changes	<u>2,031,293</u>	<u>4,671,645</u>	<u>(2,640,352)</u>
Balances at June 30, 2023	<u>\$70,855,642</u>	<u>\$63,899,251</u>	<u>\$6,956,391</u>

Sensitivity of the net pension liability to changes in the discount rate. The following presents the net pension liability/(asset) of the employer as of June 30, 2023 calculated using the discount rate of 7.00%, as well as what the employer's net pension liability would be if it were calculated using a discount rate that is 1-percentage-point lower (6.00%) or 1-percentage-point higher (8.00%) than the current rate:

	1% Decrease (6.00%)	Current Discount Rate (7.00%)	1% Increase (8.00%)
Employer's Net Pension Liability/(Asset)	15,355,075	6,956,391	(70,009)
Funded Percentage	80.63%	90.18%	100.11%

C. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 1)

For the year ended June 30, 2023, under GASB No. 68 the employer pension expense is \$1,082,836. The Deferred Outflows of Resources and Deferred Inflows of Resources related to pensions as of June 30, 2023 from various sources are as follows:

	<u>Deferred Outflows of Resources</u>	<u>Deferred Inflows of Resources</u>
Differences between expected and actual experience	\$ 2,474,131	\$ 0
Changes of assumptions	0	0
Differences between expected and actual return on Plan assets	7,895,983	(5,848,364)
Employer contributions after Measurement Date but prior to fiscal year end	<u>0</u>	<u>0</u>
Total	<u>\$ 10,370,114</u>	<u>\$ (5,848,364)</u>

Amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

Year ended June 30,	Amount
2024	\$ 718,862
2025	656,900
2026	2,805,230
2027	105,668
2028	235,090
Thereafter	0

D. Schedules of Required Supplementary Information

Schedule of Changes in the Employer's Net Pension Liability and Related Ratios
Last 10 Fiscal Years (as information becomes available)

Fiscal Year Ending June 30,	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>
Total Pension Liability										
Service Cost	480,119	423,034	440,917	424,837	433,630	447,172	646,164	644,072	419,548	583,178
Interest	4,694,619	4,295,076	4,221,553	4,114,648	4,033,981	3,958,278	3,669,244	3,632,596	3,477,321	3,500,759
Changes of benefit terms	-	4,039,438	15,841	286,665	-	-	464,707	-	-	-
Differences between expected and actual experience	1,410,555	1,338,812	487,137	424,370	126,617	2,493,575	(915,353)	-	793,711	846,127
Changes of assumptions	-	-	-	-	-	-	-	-	-	-
Benefit payments, including refunds of member contribution	(4,554,000)	(4,341,004)	(3,861,554)	(3,621,280)	(3,251,082)	(3,167,417)	(2,931,643)	(2,751,185)	(2,641,318)	(2,651,515)
Net change in Total Pension Liability	2,031,293	5,755,356	1,303,894	1,629,240	1,343,146	3,731,608	933,119	1,525,483	2,049,262	2,278,549
Total Pension Liability - beginning of year	\$ 68,824,349	\$ 63,068,993	\$61,765,099	\$60,135,859	\$58,792,713	\$55,061,105	\$54,127,986	\$52,602,503	\$50,553,241	\$48,274,692
Total Pension Liability - End of Year(a)	\$ 70,855,642	\$ 68,824,349	\$63,068,993	\$61,765,099	\$60,135,859	\$58,792,713	\$55,061,105	\$54,127,986	\$52,602,503	\$50,553,241
Plan Fiduciary Net Position										
Contributions - employer	2,077,789	1,932,163	1,802,943	1,666,370	1,645,948	1,499,429	1,362,261	1,169,177	1,163,399	1,128,431
Contributions - employee	776,107	721,714	673,505	622,735	615,363	560,851	509,922	437,731	435,568	422,476
Contributions - other	643,490	614,327	374,680	359,759	313,630	294,881	252,818	232,342	184,848	160,811
Net investment income	5,823,533	(8,353,898)	14,890,391	3,435,069	3,712,364	4,250,177	4,319,025	509,145	1,344,824	5,384,437
Benefit payments, including refunds of member contribution	(4,554,000)	(4,341,004)	(3,861,554)	(3,621,280)	(3,251,082)	(3,167,417)	(2,931,643)	(2,751,185)	(2,641,318)	(2,651,515)
Administrative expense	(95,274)	(215,013)	(238,063)	(187,180)	(177,307)	(327,632)	(362,986)	(19,382)	(10,785)	(9,542)
Net change in Plan Fiduciary Net Position	4,671,645	(9,641,711)	13,641,902	2,275,473	2,858,916	3,110,289	3,149,397	(422,172)	476,536	4,435,098
Plan Fiduciary Net Position - beginning of year	\$ 59,227,606	\$ 68,869,317	\$55,227,415	\$52,951,942	\$50,093,026	\$46,982,737	\$43,833,340	\$44,255,512	\$43,778,976	\$39,343,878
Plan Fiduciary Net Position - end of year (b)	\$ 63,899,251	\$ 59,227,606	\$68,869,317	\$55,227,415	\$52,951,942	\$50,093,026	\$46,982,737	\$43,833,340	\$44,255,512	\$43,778,976
Employer's Net Pension Liability/(Asset) - end of Year (a) - (b)	\$ 6,956,391	\$ 9,596,743	\$(5,800,324)	\$ 6,537,684	\$ 7,183,917	\$ 8,699,687	\$ 8,078,368	\$10,294,646	\$ 8,346,991	\$ 6,774,265
Plan Fiduciary Net Position as a percentage of the Total Pension Liability	90.18%	86.06%	109.20%	89.42%	88.05%	85.20%	85.33%	80.98%	84.13%	86.60%
Covered-employee payroll	\$ 9,976,225	\$ 9,352,111	\$ 7,727,090	\$ 8,506,181	\$ 8,424,223	\$ 8,247,571	\$ 7,307,269	\$ 7,616,546	\$ 7,197,708	\$ 6,572,453
Employer's Net Pension Liability/(Asset) as a percentage of Covered-employee payroll	69.73%	102.62%	(75.06%)	76.86%	85.28%	105.48%	110.55%	135.16%	115.97%	103.07%

Notes to Schedule:
None

D. Schedules of Required Supplementary Information (Continued)

	Schedule of Contributions									
	Last 10 Fiscal Years									
	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>	<u>2014</u>
City Ordinance Required Contribution	\$2,853,896	\$2,653,877	\$2,476,448	\$2,289,105	\$2,261,311	2,060,280	1,872,183	1,606,908	1,598,967	1,071,686
Contributions in Relation to the City Ordinance Required Contribution:										
Employer Contribution	2,077,789	1,932,163	1,802,943	1,666,370	1,645,948	1,499,429	1,362,261	1,169,177	1,163,399	1,128,431
Employee Contribution	776,107	721,714	673,505	622,735	615,363	560,851	509,922	437,731	435,568	422,476
Other Contributions	643,490	614,327	374,680	359,759	313,630	294,881	252,818	232,342	184,484	160,811
Total Contributions	<u>3,497,386</u>	<u>3,268,204</u>	<u>2,851,128</u>	<u>2,648,864</u>	<u>2,574,941</u>	<u>2,355,161</u>	<u>2,125,001</u>	<u>1,839,250</u>	<u>1,783,815</u>	<u>1,711,718</u>
Contribution Deficiency (Excess)	<u>(643,490)</u>	<u>(614,327)</u>	<u>(374,680)</u>	<u>(359,759)</u>	<u>(313,630)</u>	<u>(294,881)</u>	<u>(252,818)</u>	<u>(232,342)</u>	<u>(184,848)</u>	<u>(640,032)</u>
Covered – Employee Payroll	9,976,225	9,352,111	7,727,090	8,506,181	8,424,223	8,247,571	7,307,269	7,616,546	7,197,708	6,572,453
Contributions as a Percentage of Covered-Employee Payroll	35.06%	34.95%	36.90%	31.14%	30.57%	28.56%	29.08%	24.15%	24.78%	26.04%

Notes to Schedule:
None

D. Schedules of Required Supplementary Information (Continued)

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014
Annual Money-Weighted Rate of Return, Net of Investment Expense	9.76%	(12.24%)	27.20%	6.50%	7.10%	8.40%	9.10%	1.10%	3.10%	13.82%

E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2)

This illustration provides additional detail about the calculation of pension expense and the balances of deferred outflows of resources and deferred inflows of resources related to pensions that are presented for the employer. The detailed calculations presented in this illustration are not required by Statement 68 to be included in the financial reports of employers and are show here for purposes of documentation.

**Part 1:
 Components of the Employer's Pension Expense for the Fiscal Year Ended June 30, 2023**

<u>Description</u>	<u>Amount</u>
Service Cost	\$ 480,119
Interest on the Total Pension Liability	4,694,619
Projected Earnings on Pension Plan Investments	(4,060,731)
Employee Contributions	(776,107)
Amortizations of Deferred Outflow and Inflow of Resources	
Differences between expected and actual experience	614,268
Changes of assumptions	0
Differences between projected and actual net earnings on plan investments	35,394
Pension Plan Administrative Expenses	95,274
Other Changes in Fiduciary Net Position (Change in Benefit terms)	<u>0</u>
Total Pension Expense/(Credit)	<u>\$ 1,082,836</u>

E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2) (continued)

Part 2: Amortizations of Deferred Outflow and Inflow of Resources

Schedule of Differences between Expected and Actual Experience

In conformity with paragraph 33a of Statement 68, the effects of differences between expected and actual experience are recognized in pension expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the expected remaining service lives of all employees that are provided with pensions through the pension plan (active and inactive employees), determined as of the beginning of the measurement period. The practice of the plan sponsor is to round the expected remaining service to the nearest integer.

The following table illustrates the application of this requirement:

<u>Year End</u>	<u>Differences Between Expected and Actual Experience</u>	<u>Recognition Period (Years)</u>	<u>Increase/(Decrease) in Pension Expense Arising from the Recognition of the Effects of Differences Between Expected and Actual Experience</u>									
			<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
2014	\$1,017,152	6.00	\$169,525	\$169,525	\$169,525	\$169,525	\$169,525	\$169,527	\$0	\$0	\$0	\$0
2015	593,597	6.00	0	98,933	98,933	98,933	98,933	98,933	98,932	0	0	0
2016	(917,078)	6.00	0	0	(152,846)	(152,846)	(152,846)	(152,846)	(152,846)	(152,848)	0	0
2017	2,616,120	6.00	0	0	0	436,020	436,020	436,020	436,020	436,020	436,020	0
2018	(101,901)	6.00	0	0	0	0	(16,984)	(16,984)	(16,984)	(16,984)	(16,984)	(16,981)
2019	126,617	6.00	0	0	0	0	0	21,103	21,103	21,103	21,103	21,103
2020	424,370	6.00	0	0	0	0	0	0	70,728	70,728	70,728	70,728
2021	487,137	6.00	0	0	0	0	0	0	0	81,190	81,190	81,190
2022	1,338,812	6.00	0	0	0	0	0	0	0	0	223,135	223,135
2023	1,410,555	6.00	0	0	0	0	0	0	0	0	0	235,093
Net increase/(decrease) in pension expense			\$169,525	\$268,458	\$115,612	\$551,632	\$534,648	\$555,753	\$456,953	\$439,209	\$815,192	\$614,268*

Positive amounts represent actual experience that increases the total pension liability more than projected or decreases the total pension liability less than projected. These liability losses result in increases in the pension expense and deferred outflows of resources. Negative amounts represent actual experience that increases the total pension liability less than projected or decreases the total pension liability more than projected. These liability gains result in decreases in the pension expense and increases in deferred inflows of resources.

* Amount recognized in pension expense for year ended June 30, 2023

E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2) (continued)

Part 2: Amortizations of Deferred Outflow and Inflow of Resources

Schedule of Differences between Expected and Actual Experience (continued)

In conformity with paragraph 33a of Statement 68, the effects of differences between expected and actual experience are recognized in pension expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the expected remaining service lives of all employees that are provided with pensions through the pension plan (active and inactive employees), determined as of the beginning of the measurement period. The practice of the plan sponsor is to round the expected remaining service to the nearest integer.

The following table illustrates the application of this requirement:

<u>Year End</u>	<u>Differences Between Expected and Actual Experience</u>	<u>Recognition Period (Years)</u>	<u>Increase/(Decrease) in Pension Expense Arising from the Recognition of the Effects of Differences Between Expected and Actual Experience</u>									
			<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>	<u>2031</u>	<u>2032</u>	<u>2033</u>
2014	\$1,017,152	6.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2015	593,597	6.00	0	0	0	0	0	0	0	0	0	0
2016	(917,078)	6.00	0	0	0	0	0	0	0	0	0	0
2017	2,616,120	6.00	0	0	0	0	0	0	0	0	0	0
2018	(101,901)	6.00	0	0	0	0	0	0	0	0	0	0
2019	126,617	6.00	21,102	0	0	0	0	0	0	0	0	0
2020	424,370	6.00	70,728	70,730	0	0	0	0	0	0	0	0
2021	487,137	6.00	81,190	81,190	81,187	0	0	0	0	0	0	0
2022	1,338,812	6.00	223,135	223,135	223,135	223,137	0	0	0	0	0	0
2023	1,410,555	6.00	235,093	235,093	235,093	235,093	235,090	0	0	0	0	0
Net increase/(decrease) in pension expense			\$631,248	\$610,148	\$539,415	\$458,230	\$235,090	\$0	\$0	\$0	\$0	\$0

Positive amounts represent actual experience that increases the total pension liability more than projected or decreases the total pension liability less than projected. These liability losses result in increases in the pension expense and deferred outflows of resources. Negative amounts represent actual experience that increases the total pension liability less than projected or decreases the total pension liability more than projected. These liability gains result in decreases in the pension expense and increases in deferred inflows of resources.

**E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2)
(continued)**

Part 2: Amortizations of Deferred Outflow and Inflow of Resources (continued)

Schedule of Changes of Assumptions

In conformity with paragraph 33a of Statement 68, the effects of changes of assumptions should be recognized in pension expense, beginning in the current reporting period, using a systematic and rational method over a closed period equal to the average of the expected remaining service lives of all employees that are provided with pensions through the pension plan (active and inactive employees), determined as of the beginning of the measurement period.

The following table illustrates the application of this requirement:

Year End	Changes of Assumptions	Recognition Period (Years)	Increase (Decrease) in Pension Expense Arising from the Recognition of the Effects of Changes of Assumptions										
			2015	2016	2017	2018	2019	2020	2021	2022	2023		
2015	\$ 0		\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2016	0		0	0	0	0	0	0	0	0	0	0	0
2017	0		0	0	0	0	0	0	0	0	0	0	0
2018	0		0	0	0	0	0	0	0	0	0	0	0
2019	0		0	0	0	0	0	0	0	0	0	0	0
2020	0		0	0	0	0	0	0	0	0	0	0	0
2021	0		0	0	0	0	0	0	0	0	0	0	0
2022	0		0	0	0	0	0	0	0	0	0	0	0
2023	0		0	0	0	0	0	0	0	0	0	0	0
Net increase/(decrease) in pension expense			\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

Positive amounts represent increases in the total pension liability from assumption changes. These liability losses result in increases in the pension expense and deferred outflows of resources. Negative amounts represent decreases in the total pension liability from assumption changes. These liability gains result in decreases in the pension expense and increases in deferred inflows of resources.

E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2) (continued)

Part 2: Amortizations of Deferred Outflow and Inflow of Resources (continued)

Schedule of Differences between Projected and Actual Earnings on Pension Plan Investments

In conformity with paragraph 33b of Statement 68, the effects of differences between projected and actual earnings on pension plan investments are recognized in pension expense using a systematic and rational method over a closed five-year period, beginning in the current reporting period.

The following table illustrates the application of this requirement:

<u>Year</u> <u>End</u>	<u>Differences Between</u> <u>Projected and Actual</u> <u>Earnings on Pension Plan</u> <u>Investments</u>	<u>Recognition</u> <u>Period</u> <u>(Years)</u>	<u>Increase/(Decrease) in Pension Expense Arising from the Recognition of the Differences</u> <u>Between Projected and Actual Earnings on Pension Plan Investments</u>									
			<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
2014	(\$2,661,122)	5.00	(\$532,224)	(\$532,224)	(\$532,224)	(\$532,224)	(\$532,226)	\$0	\$0	\$0	\$0	\$0
2015	1,692,661	5.00	0	338,532	338,532	338,532	338,532	338,533	0	0	0	0
2016	2,144,235	5.00	0	0	428,847	428,847	428,847	428,847	428,847	0	0	0
2017	(1,304,689)	5.00	0	0	0	(260,938)	(260,938)	(260,938)	(260,938)	(260,937)	0	0
2018	(1,018,778)	5.00	0	0	0	0	(203,756)	(203,756)	(203,756)	(203,756)	(203,754)	0
2019	(261,082)	5.00	0	0	0	0	0	(52,216)	(52,216)	(52,216)	(52,216)	(52,218)
2020	204,302	5.00	0	0	0	0	0	0	40,860	40,860	40,860	40,860
2021	(11,095,305)	5.00	0	0	0	0	0	0	0	(2,219,061)	(2,219,061)	(2,219,061)
2022	13,091,867	5.00	0	0	0	0	0	0	0	0	2,618,373	2,618,373
2023	(1,762,802)	5.00	0	0	0	0	0	0	0	0	0	(352,560)
Net increase/(decrease) in pension expense			(\$532,224)	(\$193,692)	\$235,155	(\$25,783)	(\$229,541)	\$250,470	(\$47,203)	(\$2,695,110)	\$184,202	\$35,394*

Positive amounts represent investment returns that are less than projected. These asset losses result in increases in the pension expense and deferred outflows of resources. Negative amounts represent investment returns that are greater than projected. These asset gains result in decreases in the pension expense and increases in deferred inflows of resources.

* Amount recognized in pension expense for year ended June 30, 2023

E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2) (continued)

Part 2: Amortizations of Deferred Outflow and Inflow of Resources (continued)

Schedule of Differences between Projected and Actual Earnings on Pension Plan Investments

In conformity with paragraph 33b of Statement 68, the effects of differences between projected and actual earnings on pension plan investments are recognized in pension expense using a systematic and rational method over a closed five-year period, beginning in the current reporting period.

The following table illustrates the application of this requirement:

<u>Year</u> <u>End</u>	<u>Differences Between</u> <u>Projected and Actual</u> <u>Earnings on Pension Plan</u> <u>Investments</u>	<u>Recognition</u> <u>Period</u> <u>(Years)</u>	<u>Increase/(Decrease) in Pension Expense Arising from the Recognition of the Differences</u> <u>Between Projected and Actual Earnings on Pension Plan Investments</u>									
			<u>2024</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>	<u>2029</u>	<u>2030</u>	<u>2031</u>	<u>2032</u>	<u>2033</u>
2014	(\$2,661,122)	5.00	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2015	1,692,661	5.00	0	0	0	0	0	0	0	0	0	0
2016	2,144,235	5.00	0	0	0	0	0	0	0	0	0	0
2017	(1,304,689)	5.00	0	0	0	0	0	0	0	0	0	0
2018	(1,018,778)	5.00	0	0	0	0	0	0	0	0	0	0
2019	(261,082)	5.00	0	0	0	0	0	0	0	0	0	0
2020	204,302	5.00	40,860	0	0	0	0	0	0	0	0	0
2021	(11,095,305)	5.00	(2,219,061)	(2,219,061)	0	0	0	0	0	0	0	0
2022	13,091,867	5.00	2,618,373	2,618,373	2,618,375	0	0	0	0	0	0	0
2023	(1,762,802)	5.00	(352,560)	(352,560)	(352,560)	(352,562)	0	0	0	0	0	0
Net increase/(decrease) in pension expense			\$87,614	\$46,752	\$2,265,815	(\$352,562)	\$0	\$0	\$0	\$0	\$0	\$0

Positive amounts represent investment returns that are less than projected. These asset losses result in increases in the pension expense and deferred outflows of resources. Negative amounts represent investment returns that are greater than projected. These asset gains result in decreases in the pension expense and increases in deferred inflows of resources.

E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2) (continued)

Part 3: Determination of Remaining Amounts of Deferred Outflows of Resources and Deferred Inflows of Resources Balances at June 30, 2023

The following schedules illustrate calculation of the balances of deferred outflows of resources and deferred inflows of resources related to pensions that are reported for differences between expected and actual experience, changes of assumptions, and differences between projected and actual returns on pension plan investments.

Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Expected and Actual Experience

<u>Year End</u>	<u>Experience Losses</u> (a)	<u>Experience Gains</u> (b)	<u>Amounts Recognized in Pension Expense through June 30, 2023⁴</u> (c)	<u>Balances at June 30, 2023³</u>	
				<u>Deferred Outflows of Resources</u> (a)-(c)	<u>Deferred Inflows of Resources</u> (b)-(c)
2018	-	(101,901)	(101,901)	-	-
2019	126,617	-	105,515	21,102	-
2020	424,370	-	282,912	141,458	-
2021	487,137	-	243,570	243,567	-
2022	1,338,812	-	446,270	892,542	-
2023	1,410,555	-	235,093	<u>1,175,462</u>	<u>-</u>
				<u>\$ 2,474,131</u>	<u>\$ 0</u>

³ Deferred outflows of resources are presented as positive amounts. Deferred inflows of resources are presented as negative amounts.

⁴ Amounts are equal to the sum of increases (decreases) in pension expense through 2023 for the differences between expected and actual experience in column (a) or column (b) in this table. Positive amounts increase pension expense and decrease deferred outflows of resources balances. Negative amounts decrease pension expense and decrease deferred inflows of resources balances.

E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2) (continued)

Part 3: Determination of Remaining Amounts of Deferred Outflows of Resources and Deferred Inflows of Resources Balances at June 30, 2023 (continued)

Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Changes of Assumptions

<u>Year End</u>	Increases in the Total Pension <u>Liability</u> (a)	Decreases in the Total Pension <u>Liability</u> (b)	Amounts Recognized in Pension Expense through <u>June 30, 2023</u> ⁶ (c)	<u>Balances at June 30, 2023</u> ⁵	
				<u>Deferred Outflows of Resources</u> (a)-(c)	<u>Deferred Inflows of Resources</u> (b)-(c)
2018	0	0	0	0	0
2019	0	0	0	0	0
2020	0	0	0	0	0
2021	0	0	0	0	0
2022	0	0	0	0	0
2023	0	0	0	0	0
				<u>0</u>	<u>0</u>
				<u>\$ 0</u>	<u>\$ 0</u>

⁵ Deferred outflows of resources are presented as positive amounts. Deferred inflows of resources are presented as negative amounts.

⁶ Amounts are equal to the sum of increases (decreases) in pension expense through 2023 for the change in assumptions shown in column (a) or column (b) in this table. Positive amounts increase pension expense and decrease deferred outflows of resources balances. Negative amounts decrease pension expense and decrease deferred inflows of resources balances.

E. Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions (Part 2) (continued)

Part 3: Determination of Remaining Amounts of Deferred Outflows of Resources and Deferred Inflows of Resources Balances at June 30, 2023 (continued)

Deferred Outflows of Resources and Deferred Inflows of Resources Arising from Differences between Projected and Actual Earnings on Pension Plan Investments

<u>Year End</u>	<u>Balances at June 30, 2023⁷</u>				
	<u>Investment Earnings Less Than Projected</u> (a)	<u>Investment Earnings Greater Than Projected</u> (b)	<u>Amounts Recognized in Pension Expense through June 30, 2023⁸</u> (c)	<u>Deferred Outflows of Resources</u> (a)-(c)	<u>Deferred Inflows of Resources</u> (b)-(c)
2018	0	(1,018,778)	(1,018,778)	0	0
2019	0	(261,082)	(261,082)	0	0
2020	204,302	0	163,440	40,862	0
2021	0	(11,095,305)	(6,657,183)		(4,438,122)
2022	13,091,867	0	5,236,746	7,855,121	0
2023	0	(1,762,802)	(352,560)	<u>0</u>	<u>(1,410,242)</u>
				<u>\$ 7,895,983</u>	<u>\$ (5,848,364)</u>

In conformity with paragraph 33b of Statement 68, deferred outflows of resources and deferred inflows of resources arising from differences between projected and actual earnings on pension plan investments in different measurement periods are aggregated and reported as a net deferred outflow of resources or a net deferred inflow of resources. Therefore, at June 30, 2023, the employer reports a net deferred outflow of resources arising from differences between projected and actual earnings on pension plan investments of \$2,047,619 calculated as the deferred outflow balance of \$7,895,983 net of the deferred inflow balance of \$(5,848,364).

⁷ Deferred outflows of resources are presented as positive amounts. Deferred inflows of resources are presented as negative amounts.

⁸ Amounts are equal to the sum of increases (decreases) in pension expense through 2023 for the differences between projected and actual earnings on pension plan investments in column (a) or column (b) in this table. Positive amounts increase pension expense and decrease deferred outflows of resources balances. Negative amounts decrease pension expense and decrease deferred inflows of resources balances.

F. Calculation of the Discount Rate

The discount rate adopted by the Employer for valuing plan liabilities was determined by the methods prescribed under GASB 68 which requires the use of a long term rate of return on Plan assets unless a projection of the net fiduciary position will not be sufficient to provide for projected benefit payments of the covered current and former employees.

The funding policy is to contribute according to the City ordinances.

Because the Plan must contribute at least the amount required to pay for plan benefits, the projected net fiduciary position will be sufficient to provide for the projected benefit payments of the covered participants.

Therefore, the discount rate is set equal to the expected long term rate of return on Plan investments of 7.00%.

G. Actuarially Determined Contribution

a. Schedule of Unfunded Liability Bases

Date Established	Original Balance	Balance at Current Valuation Date	Remaining Years	Amortization Charge
07/01/2023	\$6,956,391	\$6,956,391	20	\$613,677

b. Actuarially Determined Contribution

(1) Normal cost beginning of year	\$497,875
(2) Amortization of unfunded actuarial liability	
i. Payment 1 of 2 to amortize \$6,956,391 established July 1, 2023 (\$6,956,391 remaining)	<u>\$613,677</u>
(3) Actuarially Determined Contribution as of the beginning of the year b.(1) + b.(2)(i)	\$1,111,552

APPENDICES

A. Summary of Plan Provisions

Effective Date

September 19, 1933, as subsequently amended.

Eligibility Requirements

All regularly paid employees of the regular organized City of Greenville Fire Department are eligible to become Members and accrue benefits under the Plan.

Monthly Compensation

The base rate of cash compensation for employment with the Employer, excluding overtime. Effective October 1, 2017, Special OPS Pay is included. Effective July 1, 2022, overtime pay up to \$833.33 per month (\$10,000 per year) is included in monthly pensionable compensation.

Contributions by Participating Employees

As of October 1, 2020 the Employee Contribution rate was increased to 7.125% of Monthly Compensation.

Contributions from the City and Other Sources

As of October 1, 2020 the City contributes 19.075% of each active Member's Monthly Compensation.

The following are also paid into the Fund:

1. Any money, real estate, personal property or other assets made available by gift, devise or bequest;
2. The income from any tax levy imposed by the City Council in order to supplement or support this fund.
3. Any amounts received by the City through the state insurance commissioner and any sums designated for the plan or Trust Fund pursuant to applicable state law may be paid into the Trust Fund

Service Retirement Benefits

An active or disabled Member who has attained age 55 and completed at least 25 years of service may retire with a monthly benefit equal to 50% of Monthly Compensation at the time of his retirement or disability. For each year of service in excess of 25 years, an additional 2% of Monthly Compensation at the time of his retirement or disability will be provided. In no event will more than 35 years of service be considered for the purpose of benefit determination. An adjustment of up to 6% of the percentage of benefit will be added to the benefit calculation to reflect accrued general leave time.

Summary of Plan Provisions (continued)

Purchasing Additional Service

Participants can purchase additional service for the following reasons:

- (a) Service previously credited under the plan for participants who received a refund of participant contributions upon termination
- (b) Service with the Government of the United States
- (c) Service with any State of the United States
- (d) Service cannot be purchased for years in a pension plan where the participants will be receiving benefit from that plan.

Additional service can be purchase under the following criteria:

- (a) 90 days of the participants hire or rehire
- (b) 90 days after the effect of the plan amendment allowing the purchase of additional service
- (c) Three years prior to a participants Normal retirement Date.

Additional service can be purchased with

- (a) Roll over contribution from a qualified plan
- (b) A lump sum payment

Disability Retirement Benefits

1. Line of Duty Disability

A Member who incurs a disability while engaged in the performance of his duty will be retired with a monthly benefit equal to 50% of Monthly Compensation at the time of his disability.

2. Disability Other Than in Line of Duty

A Member who becomes disabled other than in the line of duty after:

- a. The completion of 5 years of service will be retired with a monthly benefit equal to one-third of Monthly Compensation at the time of his disability.
- b. The completion of 20 years of service will be retired with a monthly benefit equal to 50% of Monthly Compensation at the time of his disability.

If a disabled Member has accrued a greater benefit as a result of completing 25 or more years of service, upon attainment of age 55 such disabled Member's benefit will be adjusted to that payable as a Service Retirement Benefit.

Death Benefits

1. Upon the death of a retired Member, the Member's lawful surviving spouse will receive a monthly benefit equal to the benefit which the retired Member was receiving.
2. Upon the death of an active Member, the Member's lawful surviving spouse will receive a monthly benefit equal to the Member's Monthly Compensation at the time of the deceased Member's death.
3. If in the case of (1) or (2) above there is no lawful surviving spouse, the monthly benefits described above shall be paid jointly to the surviving children until any such child attains age 18.
4. Upon the death of an active or retired member a \$200 funeral benefit will be paid to the nearest relative of the deceased Member.

Summary of Plan Provisions (continued)

Withdrawal Benefits

Members have a vested interest in their accrued retirement benefits of 100% after ten years of service.

A Member's vested accrued retirement benefit will be based on Monthly Compensation and actual service at date of termination. The vested accrued benefit is payable upon Normal Retirement Age, age 55 or date the member would have completed 25 years of service if later, but not later than age 65. In lieu of a monthly pension, a vested terminated Member may elect upon termination to take a refund of his accumulated contributions with 4% annual interest credit.

A Member who leaves the service of the Fire Department prior to becoming eligible for retirement benefits shall be entitled to a refund of his accumulated contributions with 4% annual interest credit.

Cost of Living Increase (COLA)

A one-time COLA for all retirees and beneficiaries receiving benefits under the Plan, effective March 1, 2017, for benefits paid March 27, 2017 and thereafter. The COLA is as follows:

- 2% benefit increase for retirees and beneficiaries who have received benefits for over 15 years at March 1, 2017.
- 1% benefit increase for retirees and beneficiaries who have received benefits for between 5 and 15 years at March 1, 2017.

Effective January 1, 2022, a one-time COLA of 5.9% was applied to retirees and beneficiaries in pay status as of January 1, 2017 or earlier.

Changes Since Last Valuation

None.

B. Summary of Actuarial Assumptions

Discount Rate: 7.00%

Salary Scale: Assumed salaries increase at 4% per year occurring at each subsequent October 1st.

Mortality Rates: RP-2000 Combined Mortality Table projected to 2023 using Scale AA, Sex-distinct.

Withdrawal Rates: The following are examples of the probability that a Member will terminate within one year for reasons other than death. Sample rates are as follows:

Age	Percentage
25	7.72%
40	5.15%
55	0.94%

Rate of Retirement: 50% of all remaining active Members are assumed to retire each year following attainment of age 55 or the completion of 35 years of service, if later, but not beyond age 62.

Disability Rate: The following are examples of the probability that a Member will become disabled within one year.

Age	Percentage
25	0.068%
40	0.230%
55	1.176%

Duty-related disabilities are assumed to be 50% of all disabilities.

Marriage: It is assumed that 75% of the actives are married at death or retirement with female spouses that are three years younger.

Adjustment for Unused Leave Time: The inclusion of accrued general leave in the benefit calculation is assumed to increase retirement benefits by 4%.

C. Statistics for Participant Group

	Valuation Date	
	6/30/2023	6/30/2022
Active Members		
Number	150	140
Expected Annual Earnings	\$ 9,976,225	\$ 9,352,111
Average Expected Earnings	\$ 66,508	\$ 66,801
Average Current Age	37	38
Average Past Service	10	12
Deferred Vested Participants		
Number	24 ⁹	20 ¹⁰
Average Current Age	37	36
Average Monthly Deferred Pension	\$ 1,220 ¹¹	\$ 1,163 ¹²
Participants Receiving Pension		
Number of Retirees (including disabled, working and receiving and QDRO Alternate payees)	108	103
Average Current Age	67	67
Average Monthly Pension	3,342	3,272
Number of Surviving Widows	19	20
Average Current Age	76	77
Average Monthly Pension	\$ 1,502	\$ 1,465

⁹ Includes eleven employees entitled to future benefits that are only due their employee contribution balance.

¹⁰ Includes nine employees entitled to future benefits that are only due their employee contribution balance.

¹¹ Average excludes the eleven employees entitled to future benefits that are only due their employee contribution balance.

¹² Average excludes the nine employees entitled to future benefits that are only due their employee contribution balance.